



Ministry of  
Colleges and  
Universities

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## Summary Report

# Employment Survey of 1979 Graduates of Ontario Universities



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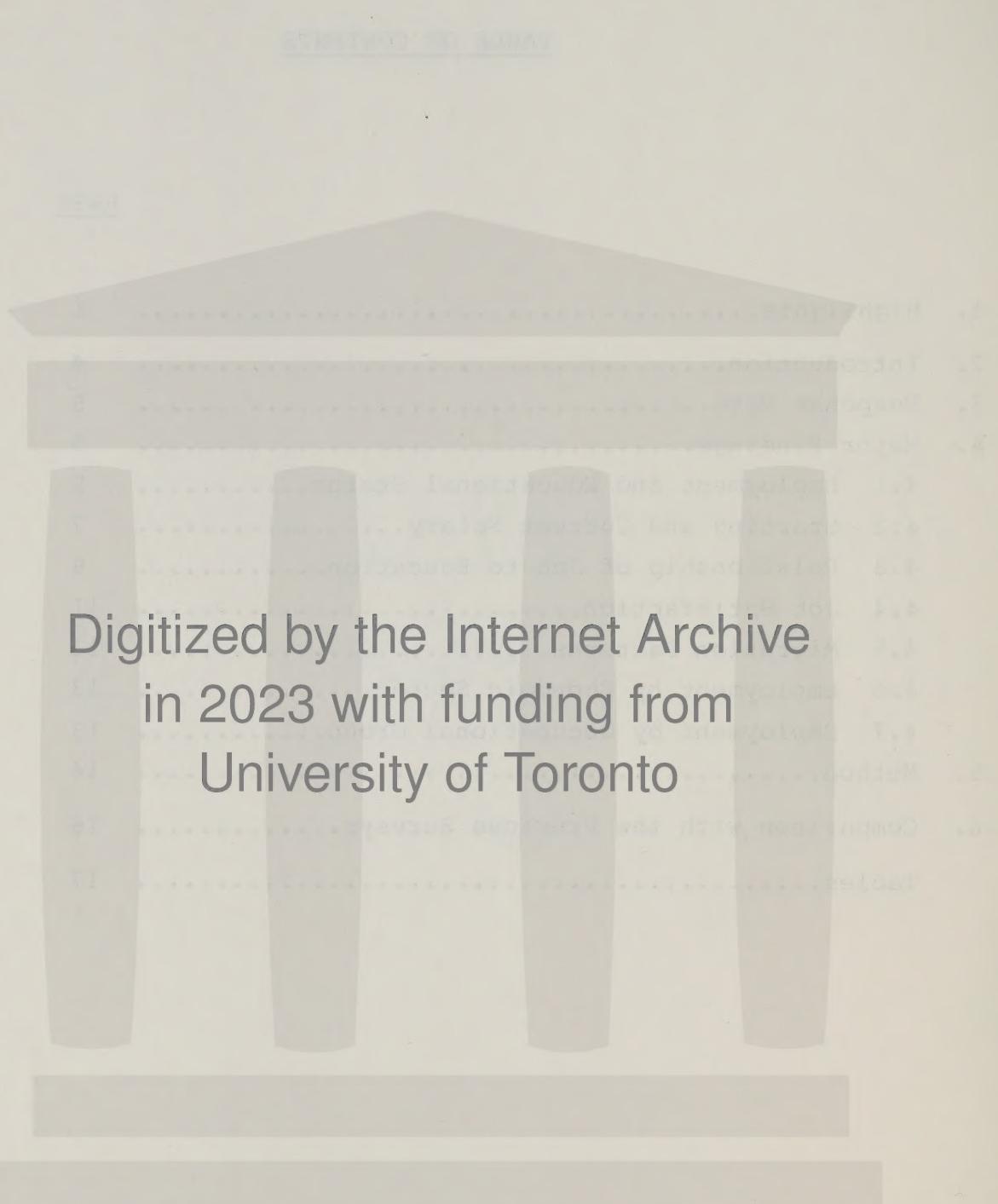
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University Affairs Division  
October 1980



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## 1. HIGHLIGHTS

As with the previous employment surveys conducted for the Ministry of Colleges and Universities, the major objective of this study was:

to obtain data on the employment status of university graduates within a year after graduation and the relationship between that status and their post-secondary educational experience.

The findings of the survey of 1979 graduates are highlighted below:

- 51.3% of the graduates were men and 48.7% were women.
- 15.8% of the graduates returned to full-time studies while another 9.8% were enrolled in programs compulsory for professional certification (e.g. internship, articling, etc....).
- The overall unemployment rate is 4.9%. The full-time employment rate, i.e. graduates employed full-time and those waiting for a job to start as a percentage of the labour force, is 86.6%, and 8.5% of the graduates are employed part-time.
- Data by field of study show that graduates from Engineering and Applied Sciences programs have the highest full-time employment rate at 96.4%, followed by those from Commerce and Business Administration at 95.3%. The lowest rate, 70.6%, is that of Fine and Applied Arts graduates, followed by Education, Physical Education and Recreation graduates with 79.4%.
- In terms of level of qualification, graduates holding a professional degree have the highest full-time employment rate , 95.8%, followed by those holding a Master's degree, at 92.6%. Holders of a Bachelor's degree have the lowest rate at, 84.9%.

- The 3.8% of the sample who graduated from a cooperative program have a very high participation rate in the labour force (82.2% compared to 69.2% for all others) and a higher full-time employment rate than graduates from regular programs (96.3% versus 86.1%).
- Graduates from Engineering, Health Sciences, Mathematics and Physical Sciences who are full-time employed commanded the highest starting and current median salaries while the graduates from Fine and Applied Arts and Humanities had the lowest ones. The salary increases received at the lower end of the spectrum were relatively larger than those at the higher end, leading to a spread of current median salaries across fields of study narrower than that of starting median salaries.
- Men have higher median salaries than women and the gap, although decreasing relatively with time, remains constant in absolute dollars at about \$2,900. The gap is widest for graduates of Fine and Applied Arts and narrowest for those of Engineering.
- Overall, close to 40% of the graduates employed full-time indicated that no degree was required for their current employment. Only 25% of Master's degree holders currently employed full-time reported that a Master's degree was a requirement for employment.
- 72% of Bachelor's degree holders employed full-time indicated that their job was very related or somewhat related to their field of study. For all other degrees that proportion increases to 89.6%.
- The relatedness between job and field of study is highest for the graduates of Health Sciences programs followed by those of Engineering and Education while it is lowest for the graduates in Humanities.

- Over two-thirds of full-time employed graduates are very satisfied or quite satisfied with their conditions of employment. More graduates are satisfied with their opportunity for personal initiative (78.4%) than with their opportunity for advancement (67.4%).
- Of the graduates who reported their present location, 84.5% remained in Ontario, 12% moved to another province and 3.5% moved abroad. Ph.D. holders are the most mobile: only 55% remained in Ontario while 13.9% moved to the U.S.A. 9.1% of Engineering graduates moved to Alberta.
- Over 70% of the graduates with a full-time job found employment in the service sector of the economy while only one in four is working in the primary and secondary sectors.

2. INTRODUCTION

This report on the employment of 1979 university graduates in Ontario is the fourth in a series of studies conducted at the request of the Ministry of Colleges and Universities of Ontario. It presents data on full-time employment rates, median salaries, geographic mobility, relationship of educational program to current employment, economic sector of employment and satisfaction with current job conditions.

The previous surveys of the employment of university graduates were conducted for the classes of 1974, 1975 and 1976 by Statistics Canada. The 1974 and 1975 surveys were made through the mailing of a questionnaire while the 1976 nation-wide study was conducted through telephone interviews. The 1979 survey was undertaken by Thompson, Lightstone & Co. Ltd. of Toronto during the spring of 1980.

As in previous cases, the major objective of this survey was:

to obtain data on the employment status of 1979 university graduates within a year after graduation and the relationship between that status and their post-secondary educational experience.

In developing the questionnaire every attempt was made to ensure that the data elements could be compared to those in previous surveys and to the yearly placement study of the Colleges of Applied Arts and Technology. Additional elements were included at the request of the career and placement officers of seven universities who participated in the development of the questionnaire and conduct of the survey.

Care should be exercised in comparing the results of previous surveys with this one, particularly since the length of time between graduation and the date of the survey is not the same in all cases.

The survey instrument was designed in such a way as to allow for its use in subsequent years. The Ministry of Colleges and Universities is planning to repeat the survey every three years in order to follow the trends in the employment of university graduates.

3. RESPONSE RATE

Of the initial 35,446 questionnaires mailed out, 20,108 were completed and returned, a response rate of 56.7%. Although the mailing was based on address lists provided by the universities, 2.3% of the respondents indicated a graduation year other than 1979. It was decided to eliminate these responses and the final sample size for analysis was 19,648 graduates, 55.4% of the population. The total was composed of 51.3% men and 48.7% women.

4. MAJOR FINDINGS

4.1 Employment and Educational Status

Table 1 indicates the present status of all the respondents by sex as categorized by the questionnaire. It should be noted here that the category "Students in Professional Certification Courses" was introduced during the analysis of results to regroup those graduates for whom these programs are compulsory for professional certification (e.g. medical doctors, lawyers, etc...)

The definition of the labour force used here is similar to that used in previous surveys. It includes the following categories:

- Employed full-time
- Awaiting start of a job or a recall
- Employed part-time
- Not employed but seeking employment

Under that definition it appears that a slightly higher percentage of women (70.3% versus 69.1% of men) have entered the labour force. However, the full-time employment rate at the time of the survey (those who are employed full-time or awaiting the start of a job or a recall as a percentage of the labour force) was much higher for men than women (91.0% versus 82.1%). The unemployment rates are very close (4.7% for men and 5.2% for women) and there is a much larger number of women than men who are employed part-time (12.8% versus 4.3%).

Of the 32.8% not included in the labour force, 9.8% were enrolled in professional certification programs and 15.8% were continuing their studies full-time. The rest were not employed and not seeking a job, not resident in Canada (2.8%), or did not report their employment status.

It is interesting to note that almost twice as many men (12.5% of the sample) as women (7% of the sample) were following professional certification courses while more women (17.7% of the sample) than men (14.2% of the sample) were continuing their studies full-time.

The main reason quoted by respondents, for continuing their studies (69.3% of cases) was that further education was required for the desired employment. The desire to study further in a specific field was the second most mentioned reason (40%). The lack of suitable employment opportunities was reported in only 17.6% of the cases.

Tables 2 and 3 give the full-time employment rates of men and women by field of study and by level of qualification. The highest full-time employment rate occurs for the graduates of Engineering and Applied Sciences at 96.4% followed by Commerce and Business Administration at 95.3%, Mathematics and Physical Sciences at 94.2% and Health professions at 93.6%. At the other end of the spectrum, Fine and Applied Arts graduates have a 70.6% full-time employment rate while Education is next lowest at 79.4%, with Humanities and related at 83.2%.

The full-time employment rate is slightly higher for women than men in Mathematics and Physical Sciences. In all other fields men have a higher full-time employment rate with the largest differential occurring in education (8.3%).

Looking at the data by level of qualification, it appears that graduates with a professional degree are the most employable (95.8%) with Master's degree holders second (92.6%). Bachelor's degree holders have the lowest full-time employment rate (84.9%).

3.8% of the respondents graduated from a cooperative work-study program. Only 15.6% of them continued their studies versus 26.0% of the graduates from regular programs; conversely, 82.2% went into the labour force versus 69.2% of those in the regular programs. Their full-time employment rate was higher than that for graduates of regular programs (96.3% versus 86.1%).

#### 4.2 Starting and Current Salary

The graduates were requested to indicate the range of their starting and current salaries. Data collected in this fashion does not allow for the calculation of a mean value but it is possible to determine the median. Table 4 shows the median for starting and current salary by field of study and level of qualification for graduates employed full-time.

The graduates of Engineering and Applied Sciences programs commanded the highest median starting salary at \$16,600 followed by those in Health Sciences at \$15,600 and those in Mathematics and Physical Sciences at \$14,920. At the other end of the spectrum, graduates in Fine Arts and those in Humanities had the lowest median starting salaries at \$9,600 and \$10,140 respectively. Ph.D.'s had the highest median starting salary at \$18,350. Holders of a Bachelor's degree started at a median of \$12,910 versus \$13,340 for Diploma and Certificate holders.

Data that permitted the determination of the length of time between the completion of degree requirements and the beginning of the first job was also collected. Although that data may not indicate adequately the difficulty graduates had in finding a job, because many might have simply taken a "time out" before starting to work, it gives an idea of the time elapsed between the dates for which the starting and current salary data were collected. The mean unemployment period after completing degree requirements was slightly over two months. The survey was conducted approximately eleven months after that same date so that the difference between current and starting salary correspond to an increase over a nine month period on the average.

It is interesting to note that the median salary for the total sample increased by 18.5% over nine months and that the relative increases were higher for the low median starting salaries than for the high ones. This leads to a relative compression of the spread of median salaries across the various fields of study, from 73% of the lowest median starting salary to 54% of the lowest median current salary.

It should be noted that for the Master's and Ph.D. graduates the figures for starting and current salaries may be distorted because of the large number of students returning to university part-time, or on leave from their jobs, after having worked for a number of years.

In Table 5, a comparison is made between the median salaries of men and women both for starting and current salaries. The median starting salary of women is 80.2% of that of men but, for current median salaries, the rate is 83.2%. However, when translated into dollars the differential remains a constant gap of approximately \$2,900. Some notable exceptions to the general trend are Business, Health Sciences, Mathematics and Physical Sciences where the relative situation of women appears to worsen over time. Education shows a similar trend but distortions in the data at the graduate level make it difficult to draw any significant conclusions.

At the Bachelor's level, women who graduated in Engineering have a median current salary which is 97.1% of men's, while those who graduated in the Health Sciences have a median current salary which is 78.9% of men's.

It appears that women holding a professional degree are the most likely to maintain parity with men in the same situation (95.8% for current salaries) while the largest differential occurs for holders of a Bachelor's degree (83.5% for current salaries).

#### 4.3 Relationship of Job to Education

Two sets of data elements were collected in order to obtain an accurate picture of the fit between the educational background and the current job of the graduates.

For the first data element the respondents were asked to indicate whether or not a degree was required for their current job and what that degree was. A comparison of that degree with the degree held by the respondent gives a measure of the fit between job and education as far as level is concerned. The results are shown in Table 6 in percentage terms.

The underlined figures in the Table indicate the percentage of graduates filling positions for which their degree was required. The total of the percentages above those on the diagonal indicate the proportion of graduates who are over-qualified for their job. The most striking fact is the under-utilization of Master's degree holders, only 25% of whom needed their degree while 57.2% were holding jobs where a lower degree or no degree was required. On the other hand, 15% of the graduates holding a professional degree got jobs where a Master's degree was required. It is also worth noting that Ph.D.'s are less under-employed than other categories except the professional degree holders. Finally, it is interesting to note that, overall, for almost 40% of the jobs no degree was required.

In another question the graduates were asked to evaluate the relationship between their current job and the field of study of their most recent degree on a four point scale. The percentage of those who indicated that their job was very or somewhat related to their field of study is shown below:

Bachelor.....	72.0%
1st Professional degree....	98.0%
Master.....	88.7%
Ph.D.....	89.7%
Diploma/Certificate.....	87.7%
All Degrees	76.5%

This data indicates a high degree of relatedness at all levels of qualification except Bachelor's.

Another way of looking at the data is to weigh the number of replies in each category as follows:

<u>SCALE</u>	<u>WEIGHT</u>
Very related	1
Somewhat related	2
Not very related	3
Not at all related	4

and then calculate an average score. The lower the value of this score, the more related job and field of study are. The results are shown in Table 7. Relatedness is highest in the Health Sciences, followed by Engineering and Education while the lowest appears for the Arts and Science (no major) category followed by Humanities and related.

#### 4.4 Job Satisfaction

The graduates were asked to describe on a four point scale the degree of satisfaction with their current job as far as salary, opportunity for advancement and opportunity for personal initiative were concerned.

The results presented in the Table below indicate that in each case at least two-thirds of the respondents were very satisfied or quite satisfied.

	<u>Satisfied</u>	<u>Not Satisfied</u>
Salary	71.2%	28.8%
Opportunity for advancement	67.4%	32.6%
Opportunity for personal initiative	78.4%	21.6%

A further analysis indicates for all three variables a high level of positive correlation between satisfaction and the relatedness of the job to the field of study.

#### 4.5 Migration Patterns

The present location of graduates was requested as part of the data elements describing the first and current job. The location of those graduates who were never employed could therefore not be determined. These graduates, together with those who did not provide sufficient information, amounted to 19.1% of the respondents. Data on those graduates who provided information on their location is presented in Tables 8 and 9.

Table 8 shows that 84.5% of these respondents, have remained in Ontario; 12% have moved to other provinces with almost half of these going to the Prairie Provinces. Only 3.5% have moved to foreign countries, the majority of them to the U.S.A. (1.4%). The largest out-migration (24.7%) both to other countries and to other provinces, is that of engineering graduates, 9.1% of whom went to Alberta. Graduates from Health Sciences and Mathematics and Physical Sciences are the next most mobile with approximately 20% living outside Ontario. On the other hand, Education and Commerce and Business graduates are the least mobile. Only 1.2% of the Education graduates moved out of the country.

In Table 9, the migration patterns are shown by degree level. The Diploma and Certificate holders are the least mobile group with only 1.3% living in foreign countries and another 7% in other provinces in Canada. At the other extreme are the Ph.D. graduates, only 55% of whom remained in Ontario while 23% moved to foreign countries, particularly the U.S.A. (13.9%).

Care should be taken in interpreting these figures. Data on citizenship of students is not available and a significant portion of the graduates having moved to other countries could simply be returning home.

#### 4.6 Employment by Economic Sector

Table 10 shows as percentages the graduates currently employed on a full-time basis grouped according to the Standard Industrial Classification (S.I.C.) and the field of study. As might be expected, there is a definite correlation between certain fields of study and S.I.C. groups. For example, 42% of all graduates from Engineering and Applied Sciences are presently employed in the manufacturing sector; 18% of all graduates from Agriculture and Biological Science programs are currently employed in the agriculture sector.

The regrouping of S.I.C. categories according to the traditional economic sectors gives interesting results which are compared to the whole labour force in the following table (% of graduates exclude "not defined" category in Table 10).

	% of Graduates	% of Labour Force (March 1980)
Primary Sector	3.9	5.0
Secondary Sector	23.5	38.4
Tertiary Sector	72.7	56.6
(including Government)	(8.9)	(6.7)

Over 70% of the graduates work in the service sector of the economy while one in four is employed in the "productive" sectors.

#### 4.7 Employment by Occupational Group

Table 11 shows as percentages the graduates currently employed on a full-time basis grouped according to partially collapsed categories from the Canadian Classification Dictionary of Occupation (CCDO) and fields of study. The occupational distribution shows a correlation between field of study and CCDO group. For

example, 66.6% of Education and Recreation graduates are teaching or working in the teaching and sports sector; 57.1% of Commerce and Business graduates are in the management sector; 63.5% of Engineers and applied scientists are in the architecture and engineering sector; 87.9% of graduates from Health Sciences programs are working in the medical or health sectors.

In the table, clerical, assembly and construction sectors are grouped and 14.4% of all graduates were working in these sectors. It is generally considered that this grouped sector, together with services, are occupational sectors requiring little post-secondary education compared to the others. It may be of some concern that certain fields of study show a significant proportion of graduates in these types of occupation (e.g. 28.2% of graduates from Humanities and related, 25.0% from Social Sciences, 29.7% from Agricultural and Biological Sciences, 20.9% from Fine and Applied Arts).

## 5. METHOD

It was decided early in the planning process to survey the entire population, i.e. all the students who graduated from the fifteen Ontario universities, Ryerson Polytechnical Institute and the Ontario College of Art. It was felt that the cost of surveying and analysing returns from this large group would not be higher than that of designing a sample adequate to yield the detailed level of results required.

A draft of the questionnaire was tested on a representative sample of 500 graduates from six institutions. Some of the comments and suggestions made by the respondents were incorporated into the final version of the questionnaire.

The questionnaire was mailed to all Spring convocation graduates in early March 1980. Graduates from Laurentian and Ottawa Universities received both the English and French versions of the questionnaire. Two weeks after the initial mailing a reminder card was sent to all the graduates. This was followed two weeks later by the mailing of a second copy of the questionnaire to those graduates from whom a completed questionnaire had not yet been received. Additional follow-up telephone calls to the graduates of the Ontario College of Art were made in an attempt to bring their response rate up to the level achieved by other institutions.

All returned questionnaires were coded, keypunched and checked by computer for logical consistency. The records were written onto tape and the whole master file went through a final cleaning process before processing. Data were then weighted in accordance with the population distribution by institution and degree level and tabulations produced by using an SPSS program.

The survey of the whole population of 1979 Spring graduates and the high rate of return led to a total sample of 20,108. The results from the analysis of such a sample are accurate to within  $\pm 0.5\%$  at the 95% confidence level.

The risk of bias due to non-response is very low since the distribution of returns is similar for all institutions (except the Ontario College of Art) and the distribution by level of qualification is very similar to the distribution of the original mailing.

## 6. COMPARISON WITH PREVIOUS SURVEYS

The table below shows a comparison between the employment rates of 1976 Ontario University graduates (two different time periods) and 1979 graduates.

	1976 Graduates* October 1977 June 1978	1979 Graduates April 1980
Full-time Employment Rate	81.1	88.6
Part-time Employment Rate	9.5	3.7
Unemployment Rate	9.4	7.7
		4.9

The comparison of the migration patterns of the two graduating classes is also interesting:

Location of Graduates	1976 Graduates* June 1978	1979 Graduates April 1980
Ontario	89.0	84.5
Other Canadian Provinces	6.8	12.0
Outside Canada	4.2	3.5

The Graduate Placement Report of the Colleges of Applied Arts and Technology, although not as detailed as the University Graduate Survey, gives an indication of the employment rates of 1979 graduates in November 1979:

	CAAT Graduates** November 1979	University Graduates April 1980
Full-time Employment Rate	88.0	86.6
Part-time Employment Rate	4.2	8.5
Unemployment Rate	7.8	4.9

Sources \*Employment of 1976 University and College Graduates  
Statistics Canada 4-2212-520

\*\*Colleges of Applied Arts and Technology Graduate Placement Report 1978-79 Ministry of Colleges and Universities, Ontario.

TABLE 1

EMPLOYMENT STATUS BY SEX  
WEIGHTED NUMBER OF RESPONDENTS

<u>Employment Status</u>	<u>Male</u>	<u>Female</u>	<u>Total (1)</u>
1. Employed Full Time	6,169	5,365	11,626
2. Awaiting Start or Recall	124	113	239
3. Employed Part Time	298	851	1,158
4. Not employed, seeking job	327	344	673
5. Students in Professional Certification Courses	1,248	665	1,923
6. Other Full-time Students	1,420	1,676	3,110
7. Not employed, not seeking job	108	248	362
8. Not resident in Canada	322	228	554
9. Employment status unknown	1	2	3
	10,016	9,491	19,649 (2)
	TOTAL	9,491	19,649 (2)
10. Total full-time employed ( $1 + 2$ )	6,293	5,478	11,865
11. Total labour force ( $1 + 2 + 3 + 4$ )	6,918	6,673	13,697
12. Labour force as % of sample ( $11 \div \text{Total}$ )	69.1%	70.3%	69.7%
13. Full-time employment rate ( $10 \div 11$ )	91.0%	82.1%	86.6%
14. Part-time employment rate ( $3 \div 11$ )	4.3%	12.8%	8.5%
15. Unemployment rate ( $4 \div 11$ )	4.7%	5.2%	4.9%

Notes: (1) 139 respondents who did not report sex are included in the total  
 (2) Totals may not add exactly due to weighting of data and rounding

TABLE 2

FULL-TIME EMPLOYMENT RATE  
BY FIELD OF STUDY AND SEX

Field of Study	MALE		FEMALE		TOTAL		% of Full-Time Employment Rate	Sample in Category
	Full-Time Employment Rate	% of Sample in Category	Full-Time Employment Rate	% of Sample in Category	Full-Time Employment Rate	% of Sample in Category		
Education, Phys. Ed., Recreation	84.3	12.2	76.0	20.6	79.4	16.4		
Fine and Applied Arts	75.0	2.0	68.3	3.8	70.6	2.9		
Humanities and Related	85.9	8.8	81.8	19.4	83.2	13.9		
Social Sciences and Related	87.7	23.0	81.7	28.2	84.3	25.5		
Commerce and Business Administration	95.9	14.5	91.9	5.6	95.3	10.2		
Agriculture and Biological Sciences	90.1	7.6	82.4	8.2	86.3	7.9		
Engineering and Applied Sciences	96.9	17.5	91.2	1.6	96.4	9.8		
Health Professions	95.6	4.3	93.0	7.5	93.6	5.9		
Maths and Physical Sciences	94.1	8.9	94.6	3.8	94.2	6.4		
Other and not stated	82.9	1.1	80.3	1.4	81.8	1.3		
TOTAL	91.0	100.0	82.1	100.0	86.6	100.0		

TABLE 3

FULL-TIME EMPLOYMENT RATE  
BY LEVEL OF QUALIFICATION AND SEX

Level of Qualification	MALE		FEMALE		TOTAL	
	Full-Time Employment Rate	% of Sample Category	Full-Time Employment Rate	% of Sample Category	Full-Time Employment Rate	% of Sample Category
Bachelor's	89.3	69.1	81.1	83.5	84.9	76.0
First Professional	97.6	7.1	92.7	3.3	95.8	5.3
Masters	96.1	12.4	86.5	7.5	92.6	10.0
Ph. D.	92.0	1.8	77.4	0.5	89.3	1.2
Certificate and Diplomas	92.4	9.5	89.1	5.3	91.3	7.6
TOTAL	91.0	100.0	82.1	100.0	86.6	100.0

TABLE 4  
STARTING AND CURRENT MEDIAN SALARIES OF GRADUATES WORKING FULL TIME BY FIELD OF STUDY  
AND LEVEL OF QUALIFICATION (\$)

Bachelor's St. Curr.	1st Profess. St. Curr.	Master's St. Curr.	Ph.D. St. Curr.	Diploma & Certif. St. Curr.	Total St. Curr.
13,720	14,800	--	--	--	13,680
9,030	10,960	--	--	11,330	12,070
9,690	12,290	--	--	10,460	12,660
10,790	13,570	--	--	--	14,360
13,160	14,920	--	--	12,210	14,640
11,180	12,720	--	--	11,300	12,580
16,690	18,730	--	--	--	16,600
15,340	16,820	--	--	15,300	16,890
14,850	17,050	--	--	14,530	14,920
9,780	13,070	--	--	--	10,240
<b>TOTALS</b>	<b>12,910</b>	<b>15,080</b>	<b>15,910</b>	<b>16,520</b>	<b>13,340</b>
				<b>22,920**</b>	<b>15,280</b>
				<b>18,350</b>	<b>13,380</b>
				<b>21,840</b>	<b>15,860</b>

Note: -- in the table indicates that the number of respondents was too small to allow for the calculation of a meaningful median salary.

\*\* data may be distorted, apparently because of a large number of graduates having returned to university part-time or on leave after having worked for some years.

TABLE 5

STARTING AND CURRENT MEDIAN SALARIES OF WOMEN AS A PERCENTAGE OF THOSE OF MEN  
BY FIELD OF STUDY AND LEVEL OF QUALIFICATION

FULL-TIME EMPLOYED GRADUATES

	Total					
	Bachelor's St. Curr.	1st Profess. St. Curr.	Master's St. Curr.	Ph.D. St. Curr.	Diploma & Certif. St. Curr.	Total St. Curr.
Education, Ph. Ed., Rec.	93.0	93.9	--	--	--	92.7
Fine & Applied Arts	85.8	81.1	--	--	68.9	85.4
Humanities & Related	91.3	87.9	--	--	--	91.8
Social Sciences & Related	79.7	84.9	--	--	70.4	79.1
Commerce & Bus. Admin.	95.6	94.0	--	--	82.9	79.5
Agriculture & Bio Sciences	80.7	83.1	--	--	72.4	84.3
Engineering & Applied Sciences	97.0	97.1	--	--	102.5	101.8
Health Sciences	95.7	78.9	--	--	--	--
Math & Physical Sciences	90.5	91.7	--	--	--	--
Other & Not Stated	72.0	89.8	--	--	--	--
TOTALS	80.0	83.5	99.5	95.8	82.6	84.1
					91.9	93.0
					83.7	87.1
						80.2
						83.2

Note: -- in the table indicates that the number of respondents was too small to allow for the calculation of a meaningful median salary.

TABLE 6

DEGREE SPECIFIED FOR EMPLOYMENT  
BY LEVEL OF QUALIFICATION\*  
(FULL-TIME EMPLOYED GRADUATES)

Degree Specified	Level of Qualification				Total
	Diploma/ Certificate	Bachelor	1st Professional	Master's	
None	41.3%	40.7%	5.6%	38.7%	16.9%
Diploma/Certificate	<u>35.3</u>	1.3	0.0	0.3	0.0
B.A.	5.7	<u>37.7</u>	1.3	18.1	7.1
1st Professional	0.4	0.1	<u>51.4</u>	0.1	0.0
Master's	0.4	0.4	15.0	<u>25.0</u>	8.1
Ph. D.	0.1	**	0.3	0.1	<u>46.3</u>
Not Stated	16.7	19.8	26.3	17.7	21.6
					39.2%

\* numbers may not total exactly because of weighting;  
 percents may not sum to 100.0 because of rounding  
 \*\* less than 0.05%

TABLE 7

RELATIONSHIP BETWEEN JOB AND FIELD OF STUDY  
FOR FULL-TIME EMPLOYED GRADUATES  
(SCORES USING WEIGHTED SCALE)

<u>Field of Study</u>	<u>Male</u>	<u>Female</u>	<u>Total</u>
Education, Phys. Ed., Recreation	1.60	1.53	1.55
Fine and Applied Arts	2.15	2.03	2.08
Humanities and Related	2.43	2.56	2.52
Social Sciences and Related	2.41	2.31	2.35
Commerce and Business Administration	1.64	1.66	1.65
Agriculture and Biological Sciences	1.88	2.02	1.94
Engineering and Applied Sciences	1.54	1.69	1.55
Health Professions	1.14	1.14	1.14
Maths and Physical Sciences	1.72	1.56	1.68
No Major (Arts & Science), Other, Etc.	2.61	2.73	2.65
TOTAL	1.84	1.93	1.88

NOTE: Weights used in calculation  
of Score

Very related      1  
Somewhat related 2  
Not very related 3  
Not at all related 4

TABLE 8  
PRESENT LOCATION OF GRADUATES BY  
FIELD OF STUDY (%)<sup>\*</sup>

	<u>Education</u>	<u>Fine Arts</u>	<u>Humanities</u>	<u>Social Sciences</u>	<u>Commerce</u>	<u>Agriculture</u>	<u>Engineering</u>	<u>Health</u>	<u>Maths</u>	<u>Other</u>	<u>Total</u>
Maritimes	1.2	0.7	1.9	0.9	0.9	2.5	0.9	4.5	0.8	1.2	1.4
Quebec	2.2	1.4	3.9	2.2	2.7	2.2	4.1	2.8	3.1	1.2	2.7
Ontario	88.7	87.0	84.0	86.8	87.3	84.3	75.3	79.9	80.4	86.8	84.5
Prairie Provinces	4.9	3.7	4.6	5.0	4.4	4.6	10.6	5.2	7.5	7.2	5.6
B.C., Yukon, N.W.T.	1.7	2.3	2.1	1.7	1.5	2.8	3.2	4.9	2.5	0.6	2.3
TOTAL CANADA	98.8	95.0	96.5	96.5	96.9	96.3	94.0	97.2	94.3	97.0	96.5
U.S.A.	0.4	3.4	1.6	1.3	0.7	1.3	1.9	2.1	2.1	0.0	1.4
South & Central America	0.4	0.5	0.3	0.5	0.2	0.3	0.5	0.0	0.5	0.0	0.4
Europe	0.1	0.5	1.0	0.5	0.2	0.6	0.4	0.4	0.5	0.0	0.5
Africa	0.1	0.2	0.2	0.8	1.7	0.5	2.3	0.1	2.2	1.8	0.9
Asia & Oceania	0.2	0.5	0.5	0.3	0.4	0.3	1.0	0.2	0.5	1.2	0.4
TOTAL NON CANADA	1.2	5.0	3.5	3.1	3.5	3.7	6.0	2.8	3.7	3.0	3.5

\* Percentage figures may not add up, due to rounding.

TABLE 9

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PRESENT LOCATION OF GRADUATES BY  
LEVEL OF QUALIFICATION (%)\*

	Bachelor	1st Prof.	Masters	Ph.D.	Diploma cert.
Maritimes	1.2	5.0	1.9	3.8	1.1
Quebec	2.7	4.5	3.3	7.2	0.8
Ontario	85.1	78.3	80.7	55.0	91.7
Prairie Provinces	5.8	6.3	5.4	7.7	3.9
B.C., Yukon, N.W.T.	2.2	4.1	2.6	3.8	1.1
Total Canada	96.9	98.0	94.0	77.0	98.7
U. S. A.	1.0	1.9	2.6	13.9	0.6
Central & South America	0.4	0.0	0.5	0.5	0.2
Europe	0.4	0.2	0.8	3.8	0.2
Africa	1.0	0.0	1.0	1.9	0.1
Asia - Oceania	0.3	0.0	1.2	2.9	0.2
Total Non-Canada	3.1	2.0	6.0	23.0	1.3

\* Note: Percentage figures may not add up due to rounding.

TABLE 10

S.I.C. GROUP (CURRENT OCCUPATION) BY FIELD OF STUDY\*  
(FULL-TIME EMPLOYED)

S.I.C.	Total	FIELD OF STUDY						A. & S. (No Major) N/S			
		Educ. PHE Rec Leis.	Fine & App. Arts	Human. & Rel.	Social Sci.	Comm. & Bus.	Agric. & Biol. Sci.	Eng. & App. Sci.	Health Prof.	Math & Phys. Sci.	
Agriculture	1.5%	0.1%	0.8%	0.5%	0.4%	0.1%	17.9%	0.3%	0.1%	0.4%	0.0%
Forestry	0.3	0.0	0.0	0.0	0.1	0.1	0.5	1.7	0.0	0.0	0.0
Fishing	**	0.0	0.0	0.0	**	0.0	0.1	0.1	0.0	0.0	0.0
Mining/Oil	2.0	0.1	0.4	0.6	1.0	1.3	0.6	6.3	0.3	9.1	4.3
Manufacturing	16.2	2.5	12.1	13.4	10.7	24.4	18.8	42.1	0.7	26.4	13.3
Construction	1.2	0.2	1.9	1.1	1.2	1.1	1.3	3.2	0.0	0.6	1.5
Transportation Communication Utilities	5.4	2.8	3.1	8.0	4.4	4.9	2.1	12.0	0.1	8.3	4.6
Trade	6.6	2.5	12.7	8.4	7.8	10.2	8.3	2.2	10.0	5.0	10.9

\* numbers may not total exactly because of weighting;  
 \*\* percents may not sum to 100.0 because of rounding.

\*\* less than 0.05%.

TABLE 10 (Continued)

S.I.C. GROUP (CURRENT OCCUPATION) BY FIELD OF STUDY\*  
(FULL-TIME EMPLOYED)

S.I.C.	Total	FIELD OF STUDY						A. & S. (No Major) & N/S			
		Educ. PHE Rec Leis.	Fine & App. Arts	Human. & Rel.	Social Sci.	Comm. & Bus.	Agric. & Biol. Sci.	Eng. & App. Sci.	Health Prof.	Math & Phys. Sci.	
Finance*	7.3%	2.3%	1.9%	7.2%	12.3%	17.1%	4.3%	0.7%	0.1%	11.1%	9.2%
Insurance*											
Real Estate	48.0	81.6	59.4	49.2	44.3	27.7	32.7	22.2	82.2%	30.3	39.3%
Commerce, Business and Services											
Federal Government	3.8	1.7	1.2	4.9	5.6	5.4	5.0	2.4	0.7	3.3	5.8
Provincial Government	3.0	1.4	1.5	2.5	5.3	2.2	5.3	2.6	1.5	2.6	3.4
Municipal Government	1.8	1.1	0.4	0.8	3.0	2.7	0.9	2.6	1.6	0.9	0.9
Not Defined	3.0	3.5	4.5	3.3	3.8	2.9	2.2	1.4	2.5	2.0	6.7
TOTAL	100.0%	18.7%	2.2%	11.9%	21.4%	11.8%	7.0%	12.8%	6.4%	6.9%	1.0%

\* numbers may not total exactly because of weighting;  
\*\* percents may not sum to 100.0 because of rounding.

less than 0.05%.

TABLE II

EMPLOYMENT BY OCCUPATIONAL GROUP - (FULL-TIME EMPLOYED GRADUATES)  
(COLLAPSED TWO-DIGIT CCDO)

CURRENT OCCUPATION	RESPONDENTS (100%)	FIELD OF STUDY								A. & S. (No Major) %	N/S
		Total	Educ. PHE* Rec Leis	Fine & App. Arts	Human. & Rel.	Social Sci.	Comm. & Bus.	Agric. & Biol. Sci.	Eng. & App. Sci.	Health Prof.	Math & Phys. Sci.
TOTAL	11626	2169	257	1379	2483	373	817	1486	741	804	117
MANAGEMENT	17.3%	8.7%	8.2%	12.4%	20.4%	57.1%	9.7%	8.2%	4.5%	11.8%	12.0%
Physical Sciences	3.1	0.4	0.8	0.1	1.1	0.1	13.0	2.7	1.1	19.4	6.0
Life Sciences	1.2	0.4	0.0	0.2	0.4	0.1	7.9	2.8	0.4	1.4	1.7
Architect/Engineer	9.7	0.3	2.6	0.3	2.2	4.4	2.4	63.5	0.0	4.0	0.0
Math/Statistics	4.6	0.3	0.4	0.8	1.2	5.8	1.7	5.9	0.1	37.3	4.9
Social Sciences	7.5	6.7	14.4	11.4	18.7	1.8	2.8	0.4	0.4	0.7	8.7
Teaching/Sport	19.7	66.6	8.7	16.8	13.8	1.3	9.7	3.3	1.7	9.9	16.1
Medicine/Health	7.4	1.2	0.8	0.7	2.1	0.4	12.3	0.0	87.9	0.2	4.1
Art/Lit/Perform	2.7	0.5	32.7	12.0	1.3	0.4	0.6	0.5	0.0	0.6	2.3
Sales	6.7	3.3	7.0	7.8	9.5	13.5	8.0	2.8	0.6	4.0	10.3
Services	2.0	1.3	2.9	3.3	3.0	2.4	4.0	0.4	0.1	0.9	3.0
Clerical/Assembly/ Construction/Operators	14.4	7.0	18.0	24.9	22.0	10.4	25.7	8.0	1.1	8.2	24.4
Other**	0.9	0.0	0.4	6.1	0.6	0.0	0.0	0.0	0.2	0.0	0.0
Not Stated	2.8	3.3	3.1	3.2	3.7	2.3	2.2	1.5	1.9	1.6	6.5
TOTALS	100.0%	18.7%	2.2%	11.9%	21.4%	11.8%	7.0%	12.8%	6.4%	6.9%	1.0%



